

State of Louisiana



Salary Survey of Fire and Police Personnel in Municipalities Covered by State Fire and Police Civil Service Laws

June 30, 2000

FOREWORD

This publication is the seventeenth edition of the Salary survey of Fire and Police Personnel in Municipalities and Parishes covered by State Fire and Police Civil Service Laws.

Civil Service Law does not provide for the establishment of salaries of the employees of the classified service. While state general laws offer some pay plan guidance, the authority to establish the pay plan rests with the governing authority in each jurisdiction. However, we believe that consideration of the compensation paid to positions of similar classifications in departments of comparable size and organizational structure will offer administrators a means of analyzing local pay practices to enhance their abilities to attract and retain a qualified work force.

All information contained in this report was obtained directly from the departments concerned or from other official sources within the jurisdiction. The salary shown includes state supplemental pay.

Additional copies may be obtained by writing to the Office of the State Examiner, Municipal Fire and Police Civil Service, 8401 United Plaza Boulevard, Suite 280, Baton Rouge, LA 70809-7017.

EXPLANATORY NOTES:

1. Pay rates and ranges are given as they were reported by the individual departments concerned; however, all salaries have been converted to "per month" figures and fractional dollars have been rounded off to the nearest dollar (i.e. \$763 instead of 762.65).
2. The upper figure in each block represents the minimum salary reported for the class, while the lower figure in the block is the maximum salary reported. When no figure is shown, no set minimum or maximum was reported.
3. Figures shown included income derived from state supplemental pay.
4. One title appears for most classes with similar job descriptions. Only line classes were included in this phase of the 2000 salary survey.
5. A check mark indicates that the department stated that they have a published pay plan.
6. A large X in the space provided for number of employees indicates that that municipality does not have a fire department.

**POPULATION OF MUNICIPAL JURISDICTIONS
OVER 13,000**

<u>JURISDICTION</u>	<u>FEDERAL CENSUS</u> <u>1990</u>	<u>JURISDICTION</u>	<u>FEDERAL CENSUS</u> <u>1990</u>
Alexandria	49,188	Lake Charles	70,580
Baker	13,233	Minden	13,661
Bastrop	13,916	Monroe	54,909
BatonRouge	219,531	Morgan City	14,531
Bogalusa	14,280	Natchitoches	16,609
BossierCity	52,721	New Iberia	31,828
Crowley	13,983	Opelousas	18,151
Hammond	15,871	Ruston	20,027
Houma	30,495	Shreveport	198,525
Kenner	72,033	Sulphur	20,125
Lafayette	94,440	West Monroe	14,096

- MUNICIPAL FIRE DEPARTMENTS -

JURISDICTIONS WITH POPULATIONS OVER 13,000

		ALEXANDRIA	BAKER	BASTROP	BATON ROUGE	BOGALUSA	BOSSIER CITY *	CROWLEY	HAMMOND	HOUMA	KENNER	LAFAYETTE	LAKE CHARLES	MINDEN	MONROE	MORGAN CITY	NATCHITOCHES	NEW IBERIA	OPELOUSAS *	RUSTON	SHREVEPORT	SULPHUR	WEST MONROE
Pay Plan			✓		✓			✓	✓	✓	✓	✓	✓		✓						✓		
Number of Employees		116	17	44	528	37	150	21	56	54	87	231	137	12	194	38	40	62	50	44	448	53	35
Firefighter	Minimum	1,292	1,555	1,250	1,848	1,256		1,519	1,384	1,602	1,717	1,594	1,454	1,650	1,305	1,450	1,614	1,703		1,100	2,250	1,775	1,603
	Maximum		2,324		2,573	1,518			2,159	1,690		2,415	1,468	1,730	1,718		1,664	1,742		1,623		2,185	1,733
Firefighter First Class	Minimum		1,652			1,256		1,576	1,461	2,004		1,673	1,558	1,802			1,679					1,864	
	Maximum		2,324			1,518			2,286			2,587	1,558				1,707					2,224	
Fire Driver	Minimum	1,422	1,711	1,679	2,334			1,633	1,546	2,485	1,929	1,753	1,614	1,873	1,468	1,595	1,744	2,004		1,731	2,445	1,953	1,799
	Maximum		2,559		2,801				2,427			2,710	1,614		1,780		1,800	2,238		1,855		2,363	2,073
Fire Lieutenant	Minimum																						
	Maximum																						
Fire Captain	Minimum	1,615	1,944	1,867	2,611			1,803	1,872	2,840	2,142	1,992	1,818	2,088	1,631	1,815	1,941	2,406		2,019	2,738	2,219	2,374
	Maximum		2,905		3,142				2,967			3,080	1,818		2,475		1,973	2,744		2,327		2,629	2,531
District Fire Chief	Minimum			2,054	2,467				2,142	3,666	2,354	2,231	2,036		2,855					2,649	3,030	2,434	
	Maximum				3,482				3,416			3,449	2,036		2,882					2,678		2,794	
Assistant Fire Chief	Minimum	1,938	2,333		2,622					4,996	2,496	2,390	2,184			2,260	2,270	3,033			3,479	2,663	3,096
	Maximum	3,617	2,797		3,711	2,416				4,996	4,133	3,695	2,184				2,356	3,046		2,731		3,023	3,165
Deputy Fire Chief	Minimum	2,326			2,777							2,550			2,788						4,005		
	Maximum	3,928			3,937							4,145			2,857								
Fire Chief	Minimum	2,714		2,500	4,406			2,355		5,704	2,638	5,743			4,625							2,864	
	Maximum	4,427		3,812	6,330	2,922		3,509		5,704	4,750				4,724		4,133	3,569		3,488		3,224	4,798
Secretary to the Chief	Minimum				1,857							1,992	1,407		2,037					1,100	2,145		
	Maximum				2,727							3,080	1,407										
Communications Officer	Minimum				2,235				1,872		1,842	1,992	1,818		1,568						1,983		
	Maximum				3,142				2,967			3,080	2,037		2,015								

* No Response

- MUNICIPAL POLICE DEPARTMENTS -

JURISDICTIONS WITH POPULATIONS OVER 13,000

		ALEXANDRIA	BAKER	BASTROP	BATON ROUGE	BOGALUSA	BOSSIER CITY	CROWLEY	HAMMOND	HOUMA	KENNER *	LAFAYETTE	LAKE CHARLES	MINDEN	MONROE	MORGAN CITY	NATCHITOCHES	NEW IBERIA	OPELOUSAS	RUSTON	SHREVEPORT	SULPHUR	WEST MONROE
Pay Plan			✓	✓	✓	✓	✓		✓	✓		✓	✓			✓					✓		✓
Number of Employees		177	29	51	741	50	168	29	103	79	169	253	170	34	254	54	70	72	66	47	497	55	67
Police Officer	Minimum	1,500	1,950	1,654	2,193	1,698	1,858	1,098	1,418	1,565		1,833	1,834	1,650	1,385	1,900	1,366	1,394	1,322	1,822	2,250	1,775	2,189
	Maximum	3,077		2,230	2,867	1,818	3,094		2,226	2,501		3,321	2,203	1,730	2,095				1,322	2,694		2,135	2,258
Police Officer First Class	Minimum		2,130							1,753				1,802					1,689			1,864	
	Maximum									3,102												2,224	
Police Corporal	Minimum	1,839						1,227				2,200	2,170		1,876		1,534				2,445		
	Maximum	3,200										3,985	2,801		2,401								
Police Sergeant	Minimum	2,090	2,208	2,729	2,371		2,623	1,259	1,842	1,955		2,383	2,647	1,873	2,119	2,150	1,759	1,588	1,781	2,564	2,738	1,953	2,375
	Maximum	3,427		2,743	3,113	1,967	3,416		2,929	3,477		4,317	3,229		2,519					2,780		2,313	2,463
Police Lieutenant	Minimum	2,304	2,438		2,506		2,825	1,311	1,990	2,582		2,567	3,125	1,944	2,304	2,265	1,960	1,681	1,874	2,890	3,030		
	Maximum	2,562			3,300	2,085	3,980		3,174	3,947		4,649	3,441		2,754					3,115			
Police Captain	Minimum	2,779	2,712	3,024	2,658		3,099	1,364	2,153	2,951		2,750	3,507	2,088	2,553	2,495		1,822	2,006	3,058	3,479	2,500	2,819
	Maximum	3,740		3,028	3,513	2,263	4,177		3,445	4,537		4,981	3,831		2,953					3,286		2,860	2,835
Police Major	Minimum				2,839	2,730	3,306					2,933			2,767			2,002					3,179
	Maximum				3,762	2,732	4,327					5,313			3,167								3,192
Assistant Police Chief	Minimum		2,926			2,631			2,574	3,417					3,269	3,065	2,720		2,376		4,005	2,663	
	Current		2,994	3,324		2,631			3,730	4,060					3,569		2,751		3,295			3,023	
Deputy Police Chief	Minimum				3,623		3,524																
	Current				4,473		4,873																
Police Chief	Minimum		3,812		5,049	3,538	5,371		2,799	3,969					4,558	3,450	3,909	3,184					4,713
	Current			4,092	6,454	3,538	5,686		4,039	4,332		6,009	6,117		5,133	3,450	3,909	3,184		4,108			4,713
Secretary to the Chief	Minimum	1,424	1,819		2,008	1,390	2,044		1,418	1,647		1,860	1,834		1,822	1,205		1,251	1,444	1,522	2,438	1,563	2,698
	Maximum	3,012			2,727	1,675	2,888		2,226	2,701		3,370			2,537					1,979		1,923	2,698
Communications Officer	Minimum	1,350	1,900	1,493	1,840	1,515	1,450		1,123	1,267		1,691	1,641		1,288	1,350	1,035	1,142	983	1,522	1,983	1,352	1,889
	Maximum	3,441		2,413	2,494	1,518	2,302		1,741	1,647		3,064	3,002		2,096					1,979		1,712	1,990

* No Response

**POPULATION OF MUNICIPAL JURISDICTIONS
FROM 7,000 to 13,000**

<u>JURISDICTION</u>	<u>FEDERAL CENSUS</u> <u>1990</u>	<u>JURISDICTION</u>	<u>FEDERAL CENSUS</u> <u>1990</u>
Abbeville	11,187	Leesville	7,638
Covington	7,691	Oakdale	6,832
Denham Springs	8,381	Pineville	12,251
DeRidder	9,868	Plaquemine	7,186
Donaldsonville	7,949	Rayne	8,502
Eunice	11,162	St. Martinville	7,137
Franklin	9,004	Ville Platte	9,037
Gonzales	7,003	Westwego	11,218
Harahan	9,927	Winnfield	6,138
Jennings	11,305	Zachary	9,036

- MUNICIPAL FIRE DEPARTMENTS -

JURISDICTIONS WITH POPULATIONS FROM 7,000 TO 13,000

		ABBEVILLE	COVINGTON	DENHAM SPRINGS	DERIDDER	DONALDSONVILLE	EUNICE	FRANKLIN	GONZALES	HARAHAN	JENNINGS	LEESVILLE	OAKDALE *	PINEVILLE	PLAQUEMINE	RAYNE	S.T. MARTINVILLE	VILLE PLATTE *	WESTWEGO	WINFIELD	ZACHARY
Pay Plan		✓		✓		✓					✓				✓						✓
Number of Employees		37	11	21	13	15	14	8	1	15	14	15	3	44	19	X	X	16	10	5	17
Firefighter	Minimum	1,590	1,361	1,685	1,667	1,466	1,050	1,500	2,207	1,508	1,635	1,324		1,508	1,462				1,473	1,200	1,863
	Maximum	1,699	2,042	2,586	2,264	1,959		1,600	2,957	1,957	1,780	1,853			2,006				1,754	1,380	2,787
Firefighter First Class	Minimum	1,804												1,878							
	Maximum	1,949																			
Fire Driver	Minimum			1,929								1,403		1,959							
	Maximum			2,789								1,964									
Fire Lieutenant	Minimum																				
	Maximum																				
Fire Captain	Minimum	2,232		2,064	2,321	1,971	1,245			1,982		1,639		2,050	1,707					1,500	
	Maximum	2,533		2,996	2,654	2,540				2,078		2,295			2,002						
District Fire Chief	Minimum																				
	Maximum																				
Assistant Fire Chief	Minimum	2,815		2,199		2,392								2,562					1,917	1,740	
	Current	2,866		2,888		2,744				3,258				3,049					2,045	1,930	
Deputy Fire Chief	Minimum																				3,396
	Current																				
Fire Chief	Minimum	3,354	2,564			2,714		2,775				2,152		3,017	2,565					1,980	
	Current	3,354	2,702	3,233	3,030	3,118	2,546	2,832			1,875	2,152		3,253	2,565					2,160	3,897
Secretary to the Chief	Minimum				1,040	1,150								1,750					1,387		
	Maximum					1,500													1,652		
Communications Officer	Minimum		1,166					1,300						1,750							
	Maximum		1,914					1,300													

* No Response

- MUNICIPAL POLICE DEPARTMENTS -

JURISDICTIONS WITH POPULATIONS FROM 7,000 TO 13,000

		ABBEVILLE	COVINGTON	DENHAM SPRINGS	DERIDDER	DONALDSONVILLE	EUNICE	FRANKLIN	GONZALES	HARAHAN	JENNINGS	LEESVILLE	OAKDALE	PINEVILLE	PLAQUEMINE	RAYNE	ST. MARTINVILLE	VILLE PLATTE	WESTWEGO	WINNFIELD *	ZACHARY
Pay Plan			✓	✓				✓	✓	✓	✓			✓	✓	✓					✓
Number of Employees		45	43	40	25	X	37	30	34	31	41	28	27	53	29	19	24	34	28	27	35
Police Officer	Minimum	1,290	1,601	1,718	1,834		1,574	1,500	2,207	1,917	1,154	1,363	1,665	1,550	1,857	1,191	1,500	1,600			1,784
	Maximum		2,427	2,352	2,307		1,689	1,900	2,958	2,176	1,688	1,908		1,936	2,175			1,626	1,903		2,740
Police Officer First Class	Minimum											1,460	1,694	1,700		1,137					
	Maximum											2,019		2,096							
Police Corporal	Minimum			1,903							1,728										
	Maximum			2,534							1,728										
Police Sergeant	Minimum	1,612	1,626	2,153	2,403		1,621	2,000	2,682	2,222	1,766	1,560	1,838	1,850	1,976	1,383		1,666			1,874
	Maximum		2,669	2,796	2,593		1,803	2,100	3,595	2,280	1,766	2,184		2,256	2,264			1,720	2,061		3,271
Police Lieutenant	Minimum	1,935	1,966	2,376	2,626		1,774	2,200		2,384	1,849	1,718	2,302	1,950	2,165			1,801			2,023
	Maximum		3,226	3,097	2,791		1,923	2,300		2,461	1,849	2,343		2,585	2,486			1,869	2,219		3,396
Police Captain	Minimum		2,378	2,629					3,957	2,500	1,905			2,150	2,307						
	Maximum		3,900	3,435					3,963	2,628	1,905			2,587	2,654				2,385		
Police Major	Minimum																				
	Maximum																				
Assistant Police Chief	Minimum				2,940		1,829		3,424				2,408	2,450	2,586						2,222
	Current				2,940		1,982		4,161					2,835	2,631		2,890	2,149			3,533
Deputy Police Chief	Minimum																				
	Current																				
Police Chief	Minimum		3,164		3,486			3,500			2,584	2,270		3,100							
	Current		4,012	3,250	3,486			3,600			2,584	2,270		3,178			3,066				
Secretary to the Chief	Minimum	1,290	1,703	1,726	2,077			1,400	2,002	1,921		1,403	1,365	1,700							1,784
	Maximum		2,794	2,227	2,077			1,500	2,682	2,606		1,964		2,122					1,626		2,740
Communications Officer	Minimum	1,200	1,361	1,718	1,629		1,032	1,200			1,085	1,284	1,126	1,240	1,368	1,000	950	1,600			1,654
	Maximum		2,101	2,352	2,016		1,063	1,600			1,600	1,798		1,546	1,602			1,626			2,278

* No Response

POPULATION OF FIRE PROTECTION DISTRICTS

<u>JURISDICTIONS</u>	<u>CURRENT ESTIMATES</u>	<u>JURISDICTIONS</u>	<u>CURRENT ESTIMATES</u>
Ascension	7,003	Natchitoches #6	16,609
Benton		Ouachita #1	54,909
Caddo #1	1,175	Rapides #2	49,188
Caddo #3	2,092	Rapides #3	
Caddo #4	8,500	Rapides #4	12,002
Caddo #5	6,000	Rapides #7	25,000
Caddo #6	10,500	St. Bernard #1&2	66,631
Caddo #7	1,282	St. George	80,000
Calcasieu #1	3,500	St. Landry #1	1,285
Central #4	35,000	St. Landry #2	2,144
Concordia #2	4,953	St. Landry #3	18,151
DeSoto #8	5,389	St. Tammany #1	24,124
EBR #3		St. Tammany #2	659
EBR #5		St. Tammany #3	6,151
EBR #6	20,000	St. Tammany #4	7,083
EBR #9	2,000	St. Tammany #12	7,691
Iberia #1	32,000	St. Tammany #13	1,395
Jefferson		Tangipahoa #1	4,236
Lafourche #3	28,000	WBR #1	6,277
Lincoln Parish	20,424	WBR #2	1,824
Livingston	3,727		

- FIRE PROTECTION DISTRICTS -

		ASCENSION FPD *	BENTON FPD #4	CADDO FPD #1	CADDO FPD #3 *	CADDO FPD #4	CADDO FPD #5	CADDO FPD #6	CALCASIEU FPD #1	CENTRAL FPD #4	CONCORDIA FPD #2 *	DESOTO FPD #8	EAST BATON ROUGE FPD #3	EAST BATON ROUGE FPD #5	EAST BATON ROUGE FPD #6	EAST BATON ROUGE FPD #9	IBERIA FPD #1	JEFFERSON FPD	LAFOURCHE FPD #3	LINCOLN FPD #1	LIVINGST. FPD #4	NATCH. FPD #6 *	OUACHITA FPD #1	RAPIDES FPD #2	RAPIDES FPD #3	RAPIDES FPD #4 *	RAPIDES FPD #7	ST. BERNARD FPD #1-2	ST. GEORGE FPD	ST. LANDRY FPD #1	ST. LANDRY FPD #2	ST. LANDRY FPD #3	ST. TAMMANY FPD #1 *	ST. TAMMANY FPD #2	ST. TAMMANY FPD #3 *	ST. TAMMANY FPD #4	ST. TAMMANY FPD #8 *	ST. TAMMANY FPD #12 *	TANGIPAHOA FPD #1 *	W.B.R FPD #2 *	WEST FELICIANA FPD #1		
Pay Plan				✓		✓									✓		✓	✓		✓			✓		✓						✓	✓					✓						
Number of Employees		0	5	6	15	9	4	6	5	9	1	12	3	1	11	1	7	225	13	2	5	3	154	50	3	5	2	123	68	8	7	34	112	7	2	83		12	10	1	2		
Firefighter	Minimum		1,833	1,571		1,807		1,611		1,500		1,442	1,994		1,583	1,236	1,690	1,417	1,468				1,600	1,598	1,465		1,213		1,667		1,086	1,354		1,588		1,614							
	Maximum		2,158	2,479		2,045	1,518		1,640	2,513		2,181	2,801			1,626		3,590					1,735	1,722	1,869				3,302	1,828	1,748	1,679			2,543								
Firefighter First Class	Minimum																																										
	Maximum																																										
Fire Driver	Minimum																1,899	1,562					1,935	1,728							1,489				1,936								
	Maximum																	3,958					2,213	2,230							1,814				2,994								
Fire Lieutenant	Minimum																	1,640																									
	Maximum																	4,157																									
Fire Captain	Minimum							2,014							2,033		2,139	1,808					2,499	1,922					2,383	1,358	1,692				2,553								
	Maximum						1,898		1,990					2,727				4,583					2,715	3,273					4,052	2,037	2,017				3,727								
District Fire Chief	Minimum																	1,993					2,964						2,800							3,256							
	Maximum																	5,052					3,611						4,802						4,200								
Assistant Fire Chief	Minimum									2,500					2,167			2,198	2,641					2,247					3,217		2,031												
	Current									3,181					2,917			5,172	2,641					3,387					5,092		2,356												
Deputy Fire Chief	Minimum			2,833																			3,816						3,633														
	Current			3,142																			4,008					1,613	5,234														
Fire Chief	Minimum		3,500	3,333						3,125				3,633	3,333	1,860	2,732		3,411					2,772					3,387	1,901	2,334		1,967								2,967		
	Current		4,167	4,000		3,688				4,259	2,693	3,300		4,467	4,333	2,273	2,955		3,411	3,838				5,599	4,681			4,997	6,564	2,566	2,659		2,633		5,038						3,307		
Secretary to the Chief	Minimum		1,667			1,693									1,917								2,000	1,298																		1,300	
	Maximum																				1,967		3,427																				
Communications Officer	Minimum																1,808	1,183		1,213			2,000					2,083							2,017								
	Maximum																4,583	1,734		1,730			3,250					4,052						3,179									

* No Response

SUMMARY OF SURVEY INFORMATION

FIRE

We currently have 3,758 employees in the classified fire service. This represents an increase of 821 employees over the 2,937 employees reported in the 1987 survey. Part of this increase is due to the addition of new jurisdictions that added paid personnel to previously all volunteer departments. Fifty-one jurisdictions reported an increase in staff over the 1987 figures. Twenty-one new jurisdictions were added. The fire service expanded at an annual growth rate of 6.01 percent.

The average minimum base salary for entrance firefighters in municipalities over 7,000 was \$1,545 as of June 30, 2000. For firefighters in fire protection districts, the minimum average was \$1540. The combined average for both groups was \$1,543

POLICE

We currently have a total of 3,865 classified police employees. This represents an increase of 934 employees over the reported 1987 figure of 2,931 employees. Thirty-nine jurisdictions reported that their staffs had increased since the 1987 reporting period. Since 1987, the annual growth rate for classified police personnel has been 5.83 percent.

The average minimum base salary for entrance police is \$1,657 as of June 30, 2000.